SEXUAL HARM PREVENTION AND RESPONSE ANNUAL REPORT 2022
ACKNOWLEDGEMENT OF COUNTRY

Monash University recognises that its Australian campuses are located on the unceded lands of the people of the Kulin nations, and pays its respects to their elders, past and present.
ACKNOWLEDGEMENT OF VICTIM-SURVIVORS

Monash University acknowledges the strength and resilience of all victim-survivors of sexual harm, including those within our community. Monash University is committed to supporting all victim-survivors of sexual harm, and is working hard towards the elimination of all forms of harassment, discrimination and violence in our University community and beyond.

CONTENT NOTE

This report contains sensitive information relating to sexual harm, encompassing rape, sexual assault and sexual harassment. While this report does not detail confidential information of specific reports, it does include some information relating to the location, timing and outcomes of disclosures and reports of sexual harm experienced by students and staff as received by the Safer Community Unit and the Respectful & Ethical Conduct team at Monash University Australia.

Support is always available. For Monash staff and students, you can access services from Monash Counselling Services, Safer Community Unit or the South Eastern Centre Against Sexual Assault (SECASA) at any time. Broader community members can contact 1800 RESPECT on 1800 737 732.
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BACKGROUND: FROM 2016 TO NOW

With the release of the Change the Course report by the Australian Human Rights Commission (AHRC) in 2017, Monash University committed to implement all nine recommendations of the Change the Course report. Since then, Monash University’s actions have gone beyond these initial recommendations, having undertaken significant work to ensure the University’s prevention and response strategies to sexual and gender-based violence are best practice.

Monash University has undertaken key institutional reforms to ensure optimal prevention of and response to gender-based violence and sexual harms within our community. This includes:

- establishing the Respect at Monash Committee, comprised of senior University staff to govern and oversee Monash University’s RNA Initiative;
- establishing Respectful Communities, a dedicated sexual and gender-based violence prevention team. Monash University has committed considerable resources to Respectful Communities to run training programs and events to engage students;
- reviewing policies and response pathways to ensure a best practice, consistent and trauma-informed approach to managing reports of sexual harm, leading to the redesign into a centralised process for managing student general misconduct;
- development of anonymous reporting platforms for both students and staff;
- establishment of an Advisory Group and Project Team to oversee and coordinate the strengthening of the University’s response to staff disclosures and reports of sexual harm;
- the development of a stand-alone Sexual Misconduct Response Procedure in 2019, with Monash committed to an ongoing cycle of monitoring and evaluation of these documents, with a review period currently underway as of late 2022; and
- launching the bSafe App, which offers support, resources, safety information and reporting options for students.

Monash University has also implemented a variety of student-focused initiatives to transform attitudes and behaviours of students in support of a more safe, respectful and inclusive campus community.
Monash University established the Respect. Now. Always. (RNA) Advisory Committee (‘the Committee’) in September 2017. The Committee was renamed in 2023 to the Respect at Monash Committee. The Committee includes representation from Monash’s senior leadership, the student body, academic staff, residential colleges, student services and frontline sexual assault services.

The Committee provides governance and oversight of the overall RNA initiative at Monash University. The initiative is based on the following key principles:

- Best-practice, evidence-based primary prevention initiatives;
- Trauma-informed and victim-centric support and response services; and
- A continual cycle of review, evaluation and refining of all policies, procedures and actions undertaken.

In the initial phase of the RNA initiative (2017-2022), the RNA Advisory Committee was focused on overseeing the implementation of the recommendations from the Change the Course Report, and Monash University’s own Independent Review conducted in 2018. Monash University successfully implemented all of the recommendations, and began undertaking additional work to exceed these initial goals.

In the second phase (2022-2024), the University re-focused its efforts in light of the findings of the 2021 National Student Safety Survey. In response to the survey findings, Monash University created an action plan, and is currently working to implement all action items, with a particular focus on increasing intersectional practice.

Monash University’s third phase (2024 - onwards) will focus on embedding prevention and response practice through a whole-of-institution approach. Other focuses will be informed by further reviews and evaluations into Monash University’s prevention and response initiatives at the time.
ROLE OF RESPECTFUL COMMUNITIES

In 2018, Monash University established a dedicated prevention of sexual and gender-based violence team - Respectful Communities. Respectful Communities is an interdisciplinary team of staff with diverse backgrounds, lived experiences and perspectives. They engage the student community to further enrich inclusion and prevention initiatives.

Respectful Communities’ prevention practice is informed by various local, national and international commitments, efforts and frameworks around inclusion and prevention.

All of Respectful Communities’ initiatives are underpinned by the following principles:

- **Intersectional**: an intersectional lens is applied to projects and initiatives, in order to recognise and address how different systems of oppression intersect to compound people’s experiences of discrimination, harassment and violence. The work is comprehensively informed through the University’s intersectional Equity, Diversity and Inclusion Framework 2022 - 2030.

- **Peer-led**: students are engaged in all levels of program design and development. Respectful Communities engages students through various means, including surveys, focus groups and casual employment. Projects delivered in partnership with students help build a sense of connection, community and responsibility.

- **Comprehensive prevention**: addressing and preventing sexual and gender-based violence is incredibly complex and requires comprehensive, multi-layered prevention. Respectful Communities focuses efforts in primary prevention, but also supports secondary and tertiary prevention; and works across all levels of the socioecological model.

Currently, much of the prevention work is directed by the National Student Safety Survey Action Plan, which comprises 85 action items focused on the following priority areas:

- Fostering safe and respectful spaces;
- Awareness raising;
- Governance, coordination, support structure and system development; and
- Capacity building.
Respectful Communities delivers a wide variety of in-person and online training to support the education of the Monash community across the Australian campuses in the prevention of sexual and gender-based violence, as well as other forms of harassment, discrimination and violence.

The 2022 training highlights, specifically focused on the prevention of sexual harm and gender-based violence, are included here:

<table>
<thead>
<tr>
<th>Program</th>
<th>Completions across 2022</th>
<th>Evaluation &amp; Metrics</th>
</tr>
</thead>
</table>
| Respect at Monash (coursework) module | 30,396 | As a result of completing the training:  
93% of students had a better understanding of the support services available at Monash.  
95% of students agreed they could identify disrespectful behaviours that can cause harm to others.  
92% of students agreed they were more aware of the importance of consent in relationships. |
| BRIGHT (Bystander, Respect, Intimate Partner Violence and Gender in Higher Education Training) | 766 | As a result of completing the training:  
97% of students had knowledge on how to prevent gender-based violence (40% pre-survey).  
98% of students understand how to be an active bystander in preventing gender-based violence (50% pre-survey).  
99% of students know the support services available at Monash (66% pre-survey). |
### Responding to Disclosures of Sexual Violence module

Online module and training session, developed in partnership with the South Eastern Centre Against Sexual Assault (SECASA), teaching students and staff how to respond with support and respect if someone confides in them about sexual harm.

<table>
<thead>
<tr>
<th>1,246</th>
<th>As a result of completing the training:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>100% strongly agreed that the module had met the learning outcomes.</td>
</tr>
<tr>
<td></td>
<td>100% strongly agreed that they could apply the learning outcomes in their work.</td>
</tr>
</tbody>
</table>

Other training highlights include:

- The continuation of the first-of-its-kind, peer-led, interactive workshop series engaging men and gender diverse students to role model healthier, non-conforming masculinities and promote gender equality and gender-based violence prevention in the community, **The Masculinities Project**. In addition, the findings from the VicHealth evaluation are being funded. In addition, Respectful Communities have implemented the findings from the VicHealth evaluation of the program.

- The continuation of **Flip the Script**, a peer-led, interactive workshop series empowering young self-identified women students to trust their judgement and overcome social pressures to be nice when their sexual integrity is threatened. It is the only higher education program in existence which has been evaluated at clinical trial to show a reduction in sexual harms. This program re-commenced delivery on Monash’s Clayton campus in 2022 following a hiatus during 2020 and 2021 due to the COVID-19 pandemic. In partnership with La Trobe University, Flip the Script is being evaluated to assess the feasibility of implementing the program into the Australian University context (including recruitment, retention, fidelity) in 2023. In addition, Monash hosted the second train-the-trainer program in Australia in January 2023 to allow new staff members across Australian universities to be upskilled in the program.

- The launch of the **Our Sexual Health online module** in August 2022. The module provides Monash students with comprehensive sex-positive sexual health education that supports their overall wellbeing. The online module was one component of the broader Monash Sexual Health Collective, supported by the **Study Melbourne Inclusion Program**.

- The launch of a **Respect at Monash module for staff** in March 2022. Similar to the student compulsory module, this compliance module for staff further supports the University’s commitment to a whole-of-organisation approach to prevention. From launch through to the end of 2022, 12,174 staff completed the module.
ENGAGEMENT HIGHLIGHTS

In addition to training programs and modules, Respectful Communities engages students and staff across Monash and the wider community in prevention through a series of activations and campaigns. The 2022 highlights include:

<table>
<thead>
<tr>
<th>Activity</th>
<th>Key Metrics</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>709 Monash bSafe App downloads.</td>
</tr>
<tr>
<td></td>
<td>650+ attended the lunchtime RNA Week Hub stall over three days across the four Australian campuses.</td>
</tr>
<tr>
<td></td>
<td>3,685 visits to the RNA Week website.</td>
</tr>
<tr>
<td></td>
<td>37,048 students opened/read the welcome email from Respectful Communities introducing the prevention team and the week.</td>
</tr>
<tr>
<td></td>
<td>24,561 people engaged with our Social Media posts (liked, clicked, watched, shared).</td>
</tr>
</tbody>
</table>

**Monash Sexual Health Collective**

Developed in partnership with the Monash University International Student Service (MUISS), and supported by the Study Melbourne Inclusion Program, a Victorian Government initiative. The Monash Sexual Health Collective aims to:

- increase international students’ awareness of their sexual and reproductive rights in Australia; and
- expand their knowledge of sexual and reproductive health – in particular, sexual consent, pleasure, self-empowerment and online safety – and related services.

120 Posts on Instagram Grid.

1089 Followers as of 21/12/2022.

24 PillowTalk episodes.

The average response to "@OurSexualHealth has improved my knowledge of sexual and reproductive health" in Instagram feedback form (n=50) was 4.5/5.
Other engagement highlights include:

- Respectful Communities hosts a comprehensive orientation engagement campaign for semester one and semester two across Australian campuses. In 2022, more than 2,300 students engaged in a conversation with a peer about respect and safety on-campus as part of this initiative.

- For the fourth year running, Respectful Communities facilitated the Give Respect Art Competition which sees students and staff submit artwork themed to ‘respect’. In 2022 there were 54 submissions, along with 91 attendees at the inaugural in-person exhibition and 748 online art exhibition unique visitors.

- The Monash bSafe app, which provides comprehensive safety, support and respect information for students and staff, was downloaded more than 6,400 times across 2022.
RESPONSE
ROLE OF THE SAFER COMMUNITY UNIT

Safer Community Unit (SCU) is the University's central point of enquiry, support and response to all forms of concerning and threatening behaviour within the Monash University Australia community - including sexual harm.

<table>
<thead>
<tr>
<th>SEXUAL HARM</th>
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<tbody>
<tr>
<td>an umbrella term for any unwanted, non-consensual behaviour of a sexual nature.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SEXUAL HARASSMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual harassment is any unwelcome conduct of a sexual nature that might intimidate, insult or humiliate. It could be physical, spoken or written; and is different from an interaction that's consensual, welcome or reciprocated. A single incident can amount to sexual harassment.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SEXUAL ASSAULT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual assault is any contact of a sexual nature made without the other person's consent. It includes threatening, intending, or compelling another person to have such contact, and can involve anything from sexual touching through to rape.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>OTHER SEXUAL HARMS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Forms of unlawful and/or unwanted behaviour that is of a sexual nature (such as sexual exposure, and certain forms of stalking).</td>
</tr>
</tbody>
</table>

SCU supports all members of the University community, including students, staff and others, who may be seeking advice, support or to report sexual harm.

Where SCU receives a disclosure or report of a sexual harm directly from a victim-survivor, it takes the following approach:

- Safety: all relevant safety measures are discussed, and implemented at the victim-survivor’s request.
- Support: the victim-survivor is connected with all appropriate support services, including their closest Centre Against Sexual Assault.
- Information and advice: the victim-survivor is provided with all the information they need about their formal reporting options and processes (including internal and external to Monash) to help.
- Formal reporting: SCU provides coordinated assistance in making a formal report if the victim-survivor wishes, including respecting and supporting any decision of the victim-survivor not to formally report (externally to police, or internally to the University).

Monash HR may also be contacted directly by staff and others (who may be external to the University) seeking advice, support or to report sexual harms perpetrated by a staff member, and works in conjunction with SCU on all reports against staff involving students.
DATA SHARED PRIOR TO 2022

Since 2017, Monash University Australia has publicly shared key data regarding disclosures and reports of sexual harm experienced by students. This occurred in order to directly support AHRC Change the Course report Recommendation 6, with data released at 12-month intervals, with the preceding year’s data updated at the end of February of each year. The publication of this data has formed part of the University’s commitment to accountability and transparency across all initiatives related to sexual harm prevention and response.

All data published from 2017 onwards is available at appendix 1 (page 23).

This data will continue to be shared annually on our website. However, following a careful review across 2021 of the sector’s sharing of data regarding disclosures and reports, the University has made a decision to share further data via this annual report in order to further support transparency and accountability.
SEXUAL HARM REPORTS

Incidents not connected to Monash University

SCU provides expert help, advice and support to students and staff who may be affected by an incident of sexual harm, no matter where and when it occurred. This includes disclosures and reports about incidents that have occurred outside the University's formal jurisdiction, without any connection to the University. In these cases, all available support options are provided to the victim-survivor, including risk management advice and assistance with implementing safety measures.

In 2022, SCU assisted victim-survivors with 32 off-campus incidents of sexual harm not connected to the University. Figure 1 breaks this down by sexual assault and sexual harassment.

This data is included to illustrate the scope of the assistance SCU provides to all members of the University community who have experienced sexual harm, which can include support and advice that is extensive and/or protracted.

Sexual assault: police report

A person who has experienced sexual assault can choose to report the matter to police for the purposes of a criminal investigation and action. SCU can assist victim-survivors to engage with police if that is what they wish to do.

Figure 2 illustrates how many of the 23 off-campus incidents of sexual assault not connected to the University resulted in a police report being made by the victim-survivor.
Sexual assault: recency

Students, staff and others can disclose or report a sexual assault to SCU at any time - hours, days, weeks, months or years following an incident. While there is no time limit to making a formal report, it can be more difficult to investigate historic reports where evidence (like CCTV, or some witnesses) is no longer available due to the passage of time.

Figure 3 illustrates the 23 off-campus non-Monash incidents of sexual assault by reporting timeframe. ‘Current’ denotes incidents which were disclosed or reported to the University within the same calendar year (i.e. the incident occurred in 2022, and was reported/disclosed to the University in 2022. ‘Previous year’ denotes incidents which occurred in 2021 and were disclosed or reported to the University in 2022. ‘Historic’ denotes incidents which occurred prior to 2021, and were disclosed or reported to the University in 2022.

Supporting third parties who receive disclosures

Sometimes, sexual harms are brought to SCU’s attention by a third party - a student, staff member or other person who has received a disclosure (or is otherwise aware of a sexual harm) but was not directly impacted by it themselves. Often the person is making contact with SCU because they are seeking advice about how best to assist the victim-survivor who experienced the behaviour.

SCU provides the third party with a range of information to pass on to help the victim-survivor, and advises the third party to encourage the victim-survivor to directly engage with SCU and/or other support services.

Figure 4 illustrates the 15 third party reports of sexual harm that SCU assisted with in 2022 by category - either sexual assault or sexual harassment.
Reports/disclosures within Monash jurisdiction

The University’s disciplinary frameworks (student general misconduct and staff misconduct) are limited to behaviour that occurs:

- on-campus (which includes any University premises or precinct); or
- at an off-campus endorsed University activity (which can include an online activity); or
- for staff misconduct only - at any location where the conduct occurs in connection with a staff member’s employment.

Off-campus behaviour, by a student, that occurs in a location or setting that is not connected to the University cannot be the subject of disciplinary proceedings by the University. However, SCU will always support victims/survivors to engage with any available external reporting avenues and support services. SCU can also provide risk management advice and implement risk management strategies in relation to students and staff, irrespective of where an incident has occurred.

Figure 5 breaks down the **32 sexual harm reports/disclosures to the University that were within jurisdiction** in 2022 by category and location - either sexual assault or sexual harassment. *Note that disciplinary action does not automatically proceed for all cases that are within jurisdiction* - see Figure 8.

**Figure 5**

- 20 Sexual harassment on-campus
- 3 Sexual harassment off-campus
- 7 Sexual assault off-campus
- 2 Sexual assault on-campus
Sexual assault: police report

Figure 6 illustrates how many of the sexual assault reports/disclosures to the University that were within jurisdiction in 2022 resulted in a police report being made by the victim-survivor.

Sexual assault: recency

Figure 7 illustrates the 9 sexual assault reports/disclosures to the University that were within jurisdiction in 2022 by reporting timeframe. ‘Current’ denotes incidents which were disclosed or reported to the University within the same calendar year (i.e. the incident occurred in 2022, and was reported/disclosed to the University in 2022). ‘Previous year’ denotes incidents which occurred in 2021 and were disclosed or reported to the University in 2022. ‘Historic’ denotes incidents which occurred prior to 2021, and were disclosed or reported to the University in 2022.
Sexual Harms: Formal reports for disciplinary action

Monash University respects and supports the decision of a victim-survivor whether to formally report an incident. There can be many reasons why a victim-survivor may not wish to proceed with a formal report for disciplinary action, even if the matter is within the University’s jurisdiction.

The University is also committed to protecting the health and safety of its community, including fulfilling its obligations to take positive measures to prevent psychological harm in the workplace. To achieve this, there are some circumstances in which formal disciplinary action will be taken against a staff member where the victim-survivor has chosen not to proceed with a formal complaint, or where the identity of the victim-survivor is not known. This may include when a victim-survivor has chosen to remain anonymous, or when a bystander or witness reports a sexual harm, and where there may be direct evidence of conduct occurring which is in breach of University policies or procedures. These matters are managed in a balanced way which respects the wishes of the victim-survivor, and protects the identity of anonymous reporters, whilst preventing further harm. Otherwise, formal disciplinary action will only take place if that is what the victim-survivor wants.

As above, 9 sexual assaults were disclosed within Monash University’s jurisdiction. Figure 8 illustrates the breakdown in how these sexual assaults within Monash University’s jurisdiction were formally managed in accordance with the victim-survivor’s wishes.

Figure 8

Figure 9 breaks down how the 23 sexual harassments within Monash University’s jurisdiction were formally managed in accordance with the victim-survivor’s wishes:
STUDENT DISCIPLINARY OUTCOMES

In 2022, Student Conduct and Complaints (SCC) received 9 formal reports of sexual harm, including allegations of sexual harassment, sexual assault or other instances of sexual violence. SCC may only investigate reports of sexual harm that occur on Monash premises or during a university activity.

A sexual harm report/disclosure that proceeds through the student disciplinary process may be separated into multiple allegations of one or more sexual harms, with each allegation being separately considered by the relevant decision-maker. For this reason, the data set out on this page may not fully align with the data in Figure 5 (page 16).

The 9 reports received in 2022 involved:

- 12 allegations of sexual harassment; and
- 6 allegations of sexual assault.

The reports of sexual harm made against nine respondents represent a small fraction of the total number of enrolled students in 2022 (82,186). The reports indicate an increase in reports of sexual harm reported to SCC over the preceding three years:

- in 2019, there were 6 reports of sexual harassment and 5 reports of sexual assault;
- in 2020, there were 8 reports of sexual harassment and 1 report of sexual assault;
- in 2021, there were 6 reports of sexual harassment and 2 reports of sexual assault.

Seven of the reports involved male respondents, with 7 being international students and 2 domestic students. The remaining two reports involved female respondents, both of whom are international students.

Three of the reports were referred to the Student Misconduct Panel, and four reports were decided by the Responsible Officer. Additionally, one report was managed informally at the complainant’s request, and one report from 2022 remains under investigation. One report could not be progressed as the student graduated. Although the University is unable to pursue student disciplinary proceedings where the respondent is no longer an enrolled student, those proceedings can be recommenced should the respondent re-enrol.

Five of the reports were either upheld or partly upheld, one report was dismissed, and another resulted in an informal resolution (i.e. a finding of misconduct was not made).

Where the reports were upheld or partly upheld, the penalties included recordings of fact, restrictions on contacting staff or students, and, where appropriate, consent penalties, which required the respondent to undertake training offered by Respectful Communities. In one case, a respondent was prohibited from entering Monash premises and was suspended for a semester. In another case, a respondent received a six-month suspension; however, the operation of the penalty was suspended on the condition that the respondent does not commit further acts of misconduct.

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1 For the purposes of this report, male has been used as the ‘gender’ identifier per the students’ enrolment record. Currently Monash’s enrolment system only allows for ‘gender’ data to be captured as male, female or gender X which aligns with legislated Government reporting requirements. The University recognises this is imperfect, and does not provide a true reflection of gender identity or sex.
STAFF DISCIPLINARY OUTCOMES

In 2022, Monash HR received 17 formal reports of sexual harm where the respondent was a staff member, including 1 report of sexual assault and 16 reports of sexual harassment.

The wishes of the victim-survivor and the risk of further harm occurring are taken into account in determining how allegations of sexual harm by a staff member will be managed. This may be through implementation of risk management strategies such as training or informal counselling, or proceed immediately to formal disciplinary action in accordance with the Enterprise Agreement. The University may impose one or more outcomes as a result of a reported sexual harm, as reflected in the following outline.

Of the 17 formal reports against staff members, 11 were formally investigated. The investigations found:

- 6 reports to be substantiated;
- 3 reports were unsubstantiated but serious breaches of University policies and procedures were identified;
- 1 report was unsubstantiated;

and the respondent to the remaining report resigned* during the investigation which resulted in no findings being able to be made.

As a result of the formal investigation of 11 formal reports, a combination of the following findings/outcomes occurred:

- 3 respondents were dismissed;
- 3 formal censures / warnings were issued;
- Informal counselling was provided to 1 staff member;
- 3 non-contact directions were ordered; and
- 5 respondents were directed to undertake Professional Behaviours training.

One respondent resigned* at the conclusion of the investigation when findings had been made, but before the University had determined the disciplinary action to be imposed

Of the six remaining formal reports, five were not formally investigated either at the direct request of the victim-survivor, or due to insufficient detail being provided in an anonymous report. The respondent in relation to one formal report resigned* before the University could take any action in response to the formal report received. As a positive risk mitigation measure, behavioural and awareness training was provided in the workplaces of the respondents in connection with three of the formal reports and informal counselling was provided to one respondent.

* Where a respondent resigns at any stage following a report of a sexual harm, it can limit the processes and outcomes able to be achieved. The University continues to take any action available to make findings or to implement positive risk mitigation measures. The University does not negotiate resignations, or enter into non-disclosure agreements, with respondents in these matters.
CENTRES AGAINST SEXUAL ASSAULT

Centres Against Sexual Assault (CASAs) offer a range of free services including counselling for victim-survivors of sexual and family violence, as well as other support. SECASA is the local CASA for the area to the south-east of Melbourne. SECASA counsellors are available within the University Health Services at Clayton campus three days per week for both face-to-face and telehealth appointments. All students studying at Monash’s Australian campuses have access to this service. The current agreement to provide these services to Monash continues through to 31 December 2025.

In 2022, SECASA was engaged to provide a specialist sexual assault counsellor, initially two days a week and then from May, three days a week. From July to October there was no on-campus SECASA counsellor due to staffing shortages at SECASA; however Monash students were offered appointments at external SECASA offices. From November a new counsellor began seeing students again on campus.

The number of students who saw the SECASA counsellor while on campus at Clayton, and how many appointments the SECASA counsellor held:

- 41 students
- 148 appointments.

In addition to providing clinical services to students within the University Health Services, the agreement with SECASA also provides for a senior SECASA staff member to attend the Respect at Monash Committee as a subject matter expert to provide advice and comments on the work of the committee.
2023 PRIORITIES

1. **Fulfilment of NSSS Action Plan:** Monash is working towards the fulfilment of the twenty-three outcomes and eighty-five action items by the end of 2023. This includes the development of an ongoing prevention strategy for embedding our practice through a whole-of-institution approach. This will include a review of current monitoring and evaluation strategies to ensure an ongoing cycle of improvement. Notably Monash HR, and specifically the Respectful & Ethical Conduct team, have included a significant number of action items within the Action Plan that focus specifically on enhancing the prevention of, and response to, sexual harms experienced by staff. This further supports the University’s whole-of-institution approach to prevention and response. This will see the enhancement of communications to staff on reporting pathways and support services; as well as the establishment of a network of experienced and appropriately trained Respectful Workplace Contact Officers to provide support to staff complainants and respondents throughout the process of disclosures and reports.

2. **Primary prevention communications campaign for students and staff:** With extensive promotion in place to remind students and staff of support services and reporting pathways available to students and staff, an extensive project will commence to embed further primary prevention communications into our messaging across the whole of the University.

3. **New Sexual Harm Prevention and Response Policy and Procedure:** As part of the broader policy project to review and consolidate staff and student policies related to equity, diversity and respect, in the first half of 2023 Monash University’s current Sexual Misconduct Response Procedure will be redeveloped into a Sexual Harm Prevention and Response Policy and a Sexual Harm Response Procedure. The policy suite will apply to Monash locations globally, and will for the first time apply to both students and staff to ensure consistency in our approaches.

4. **Expand and refine the role of the Student CARE team within the Safer Community Unit:** In 2022 we launched the Student ‘CARE’ (Coordination, Assessment, Referral, Evaluation) Service, which identifies, assesses, refers and provides guidance and support to students whose identified needs require an ongoing, coordinated and comprehensive approach. In particular, this includes students who have been victim-survivors/complainants of disclosed or reported sexual assaults, sexual harassment, stalking, family violence or other forms of harmful interpersonal behaviour; and students who are the subject of behavioural concerns, or other behavioural indicators, that may be indicative of complex issues and/or which may benefit from a holistic supportive approach. Cases are identified and referred by the Safer Community Unit, which the Student CARE team works closely with.
# APPENDICES

## APPENDIX 1 - DATA SHARED PRIOR TO 2022

### 2022

<table>
<thead>
<tr>
<th>Number of Reports</th>
<th>Location</th>
<th>Number of reports to Police</th>
<th>Number of requests to initiate disciplinary action</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>on campus</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>1</td>
<td>off campus at university endorsed event</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

*where the victim was a student and the perpetrator was a Monash student/staff member

<table>
<thead>
<tr>
<th>Number of Reports</th>
<th>Location</th>
<th>Number of reports to Police</th>
<th>Number of requests to initiate disciplinary action</th>
</tr>
</thead>
<tbody>
<tr>
<td>9</td>
<td>on campus</td>
<td>0</td>
<td>6</td>
</tr>
<tr>
<td>3</td>
<td>off campus at university endorsed event</td>
<td>0</td>
<td>2</td>
</tr>
</tbody>
</table>

*where the victim was a student and the perpetrator was a Monash student/staff member

### 2021

<table>
<thead>
<tr>
<th>Number of Reports</th>
<th>Location</th>
<th>Number of reports to Police</th>
<th>Number of requests to initiate disciplinary action</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>on campus</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>0</td>
<td>off campus at university endorsed event</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Number of Reports</th>
<th>Location</th>
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<th>Number of requests to initiate disciplinary action</th>
</tr>
</thead>
<tbody>
<tr>
<td>12</td>
<td>on campus</td>
<td>0</td>
<td>7</td>
</tr>
<tr>
<td>4</td>
<td>off campus at university endorsed event</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

*where the victim was a student and the perpetrator was a Monash student/staff member
### 2020

**2020 reports to the Safer Community Unit of a sexual assault* occurring either on-campus or at an endorsed off-campus Monash event**

<table>
<thead>
<tr>
<th>number of reports</th>
<th>Location</th>
<th>Number of reports to Police</th>
<th>Number of requests to initiate disciplinary action</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>on campus</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>0</td>
<td>off campus at university endorsed event</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**2020 reports to the Safer Community Unit of sexual harassment* occurring either on-campus or at an endorsed off-campus Monash event**

<table>
<thead>
<tr>
<th>number of reports</th>
<th>Location</th>
<th>Number of reports to Police</th>
<th>Number of requests to initiate disciplinary action</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>on campus</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>4</td>
<td>off campus at university endorsed event</td>
<td>0</td>
<td>4</td>
</tr>
</tbody>
</table>

* where the victim was a student and the perpetrator was a Monash student/staff member

### 2019

**2019 reports to the Safer Community Unit of a sexual assault* occurring either on-campus or at an endorsed off-campus Monash event**

<table>
<thead>
<tr>
<th>number of reports</th>
<th>Location</th>
<th>Number of reports to Police</th>
<th>Number of requests to initiate disciplinary action</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>on campus</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>6</td>
<td>off campus at university endorsed event</td>
<td>0</td>
<td>6</td>
</tr>
</tbody>
</table>

**2019 reports to the Safer Community Unit of sexual harassment* occurring either on-campus or at an endorsed off-campus Monash event**

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<th>number of reports</th>
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</thead>
<tbody>
<tr>
<td>4</td>
<td>on campus</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>6</td>
<td>off campus at university endorsed event</td>
<td>0</td>
<td>6</td>
</tr>
</tbody>
</table>

* where the victim was a student and the perpetrator was a Monash student/staff member
### 2018

**2018 reports to the Safer Community Unit of a sexual assault* occurring either on-campus or at an endorsed off-campus Monash event**

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<thead>
<tr>
<th>number of reports</th>
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<th>Number of reports to Police</th>
<th>Number of requests to initiate disciplinary action</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>on campus</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>2</td>
<td>off campus at university endorsed event</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>

**2018 reports to the Safer Community Unit of sexual harassment* occurring either on-campus or at an endorsed off-campus Monash event**

<table>
<thead>
<tr>
<th>number of reports</th>
<th>Location</th>
<th>Number of reports to Police</th>
<th>Number of requests to initiate disciplinary action</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>on campus</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>4</td>
<td>off campus at university endorsed event</td>
<td>0</td>
<td>4</td>
</tr>
</tbody>
</table>

* where the victim was a student and the perpetrator was a Monash student/staff member

### 2017

**2017 reports to the Safer Community Unit of a sexual assault* occurring either on-campus or at an endorsed off-campus Monash event**

<table>
<thead>
<tr>
<th>number of reports</th>
<th>Location</th>
<th>Number of reports to Police</th>
<th>Number of requests to initiate disciplinary action</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>on campus</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>off campus at university endorsed event</td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>

**2017 reports to the Safer Community Unit of sexual harassment* occurring either on-campus or at an endorsed off-campus Monash event**

<table>
<thead>
<tr>
<th>number of reports</th>
<th>Location</th>
<th>Number of reports to Police</th>
<th>Number of requests to initiate disciplinary action</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>on campus</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>off campus at university endorsed event</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

* where the victim was a student and the perpetrator was a Monash student/staff member
Further Information

Monash University
Wellington Road
Clayton, Victoria 3800
Australia

E: respectful-communities@monash.edu

monash.edu/about/respect